



Forest Heights Police Department Policy and Procedures Manual

Subject:	Body Modifications			
General Order No.	2016-1	Effective Date:	January 1, 2016	
Chapter: 5	Section: 2	Number of Pages:	2	Replaces: All New
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A. Purpose

To establish standards for acceptable and unacceptable body modifications applicable to all Forest Heights Police Department (FHPD) employees.

B. Policy

FHPD officers and civilian employees will present themselves in a manner that complies with this policy.

C. Definitions

BRANDING: intentionally burning the skin to create a design, form, figure or art.

GAUGING: gradually increasing the radius of an opening in the flesh in areas such as the ear lobes.

SCARIFICATION: intentional cutting the skin to create a design, form, figure or art.

TATTOO: permanent mark on the skin made by puncturing the skin and inserting pigment.

D. Body Modifications

1. Body modifications that are medically necessary due to deformity or injury are not covered by this policy.
2. Body modifications covered by this policy include:
 - a. tattoos;
 - b. tongue splitting or bifurcation;
 - c. abnormal shaping of the ears, eyes or nose;
 - d. abnormal filing of the teeth;
 - e. branding or scarification;
 - f. trans-dermal implantation of any object (other than hair replacement); and
 - g. gauging.
3. Prohibited body modifications include, but are not limited to:
 - a. depictions of nudity or violence;
 - b. sexually explicit or vulgar art, works or phrases;
 - c. profane language;
 - d. symbols likely to incite a strong reaction in the workplace (e.g., swastikas);
 - e. initials, acronyms or numbers that represent criminal or historically-oppressive organizations (e.g., AB, KKK, SS, MM, BGF, HA, 666) or street gang names, numbers or symbols;
 - f. body modifications of the face, ears and neck; and
 - g. teeth, whether natural, capped or veneer, that are ornamented with designs, jewels, etc

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4. Body modifications covered by this policy include:
 - a. tattoos;
 - b. tongue splitting or bifurcation;
 - c. abnormal shaping of the ears, eyes or nose;
 - d. abnormal filing of the teeth;
 - e. branding or scarification;
 - f. trans-dermal implantation of any object (other than hair replacement); and
 - g. gauging.
5. Prohibited body modifications include, but are not limited to:
 - a. depictions of nudity or violence;
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 - e. initials, acronyms or numbers that represent criminal or historically-oppressive organizations (e.g., AB, KKK, SS, MM, BGF, HA, 666) or street gang names, numbers or symbols;
 - f. body modifications of the face, ears and neck; and teeth, whether natural, capped or veneer, that are ornamented with designs, jewels, etc.

E. Tattoos

1. Officers and uniformed civilian employees who had tattoos that are visible while the officer is wearing a FHPD uniform prior to this policy being enacted, will not:
 - a. be required to remove or cover the tattoos or markings;
 - b. add to the tattoos or markings or receive additional tattoos or markings that would be visible while wearing any FHPD uniform;
2. Officers and uniformed civilian employees who did not have tattoos that are visible while wearing a FHPD uniform prior to this policy being enacted, will not receive a tattoo or marking that would be visible while in any FHPD uniform.
3. Officers in covert assignments are exempt from this policy to the extent that they will be able to comply with this policy when they are no longer in a covert assignment.
4. Failure to comply with this policy may be grounds for disciplinary action.

F. Officer and Uniformed Civilian Applicants

1. Applicants will be screened to ensure compliance with this policy.
2. Applicants will be informed that, if hired, they will be required to comply with this policy.
3. If an applicant is denied employment based on prohibited body modifications, a picture of the body modification will be taken and placed in the applicant's file whenever possible.